

Access & Fairness LEADERSHIP ACADEMY

DESCRIPTION & GOALS:

The State Bar of California's Access & Fairness Leadership Academy (AFLA) is a pilot program to provide leadership training to a group of selected attorneys from diverse backgrounds¹ who aspire to become leaders and serve local and/or underserved communities. AFLA will address the need for a broad range of leaders within the legal profession and the greater community ultimately enhancing the public's confidence in the profession.

The Leadership Academy will provide training on the skills necessary to be effective leaders in the 21st Century. Participants will examine what is expected of leaders and will receive guidance and advice from current leaders on the appropriate activities in which leaders should be engaged to be effective in the profession and respected in the community. The leadership training will consist of four workshops over the span of one year.

BENEFITS:

The Leadership Academy is a unique opportunity to develop and enhance your leadership skills in a collaborative and supportive learning environment. Training sessions will be small and interactive allowing for experiential learning and individualized attention. You will be encouraged to develop your own personal leadership style, while learning to be flexible and responsive to your audience.

By participating in the Leadership Academy, you will be empowered to achieve your goals and lead others. You will also advance your career and, at the same time, further the development of your community.

Three of the four workshops will coincide with major State Bar conferences enabling you to participate in the events and network with other leaders.

SCHOLARS:

Twelve Scholars, who are active or inactive members of The State Bar of California, will be selected on their leadership potential and vision to serve or further serve local and/or underserved communities. Scholars will be required to attend all four of the workshops. In addition, each Scholar will complete a major project demonstrating a mastery of leadership skills and commitment to serving local and/or underserved communities. Scholars will be reimbursed for all reasonable expenses to attend the four workshops within The State Bar of California guidelines for travel expenses.

"The Leadership Academy has inspired me to take a more active role in my community, local bar and state bar. I would highly recommend the Leadership Academy to anyone who desires to learn the skills necessary to be an effective leader."

Angela Houlemard, Scholar



State Bar President Anthony Capozzi and Advisory Committee member Andrew Guilford with Scholars Angela Houlemard and Ashleigh Aitken.

SELECTION CRITERIA:

The Scholars will be:

- Current active or inactive members of the State Bar of California, in good standing;
- Individuals who aspire to lead and/or have demonstrated leadership potential;
- Individuals who have a vision or goal to serve local and/or underserved communities;
- Individuals willing to commit sufficient time to attend the four workshops and complete the assignments given at each workshop (approximately 10 hours per assignment for a total of 40 hours).

Individuals from all backgrounds are encouraged to apply.

THE STATE BAR OF CALIFORNIA

Office of Legal Services, Access & Fairness Programs

180 Howard Street, 10th Floor San Francisco, CA 94105-1639

Fax: 415-538-2552 E-mail: rod.fong@calbar.ca.gov

"The Academy has helped me to see that there's no one-size-fits-all approach to leadership. Effective leaders have a range of styles and strengths, as the members of the Advisory Committee have demonstrated to us."

Kristin Jackson, Scholar

¹Diverse backgrounds consistent with criteria included in The State Bar of California's Board of Governors appointment policies, e.g. geographical location, length of time in practice, practice setting, size of firm, gender, race, ethnicity, and other factors of minority status including religious creed, physical or mental disability, or sexual orientation.

ADVISORY COMMITTEE:

The Leadership Academy Advisory Committee will oversee the program, review applications and recommend the selection of the Scholars, participate as speakers and panelists, and serve as mentors to the Scholars. The Scholars also will be trained by a core of experts from the legal profession and other sectors.

"I was so impressed with each of the academy scholars I met at the annual meeting. What a diverse, talented, and inspiring group of leaders. I was interested in hearing their experiences and felt like I was learning from them! What a great opportunity for everyone involved."

Kathi Pugh, Esq., Advisory Committee



ABA President Robert Grey, Jr. with Scholars Joannie Chang and Luan Tran.



Advisory Committee members Kathi Pugh and Judge Erica Yew with Scholar Eric Brooks.



Advisory Committee members, James Herman, Andrew Guilford, and Joanne Garvey share their leadership strategies with the Scholars during a training session.

ADVISORY COMMITTEE MEMBERS:

Judge Thang N. Barrett, *Santa Clara Superior Court*

Judge John Davidson, *San Diego Superior Court*

Joanne Garvey, Esq., *Heller Erhman White & McAuliffe, San Francisco*

Former Vice President, Board of Governors

Pauline Gee, Esq., *Office of Attorney General, Sacramento*

Member, Foundation of the State Bar of California

Former Member, Board of Governors

Associate Dean Catherine Glaze, *Associate Dean, Stanford Law School*

Andrew Guilford, Esq., *Sheppard, Mullin, Ritchie & Hamilton LLP, Costa Mesa*

Former President, Board of Governors

James Herman, Esq., *Reicker, Pfau, Pyle, McRoy, Herman, L.L.P.,*

Santa Barbara

Former President, Board of Governors

Magistrate Judge Maria-Elena James, *United States District Court,*

Northern District of California, San Francisco

Judge Newton Lam, *San Francisco Superior Court*

Magistrate Judge Fernando Olguin, *United States District Court,*

Central District of California, Los Angeles

Kathi Pugh, Esq., *Pro Bono Services Manager, Morrison & Foerster, S.F.*

Herbert Rosenthal, Esq., *Member, Foundation of the State Bar of California*

Former Executive Director, State Bar of California

Carlos Singh, Esq., *U.S. Attorney's Office, San Jose*

President, Hispanic National Bar Association

Dr. Dorothy Tucker, *Member, Foundation of the State Bar of California*

Member, Board of Governors

Associate Dean Scott Wylie, *Dean for Ext. Affairs, Whittier Law School*

Former Member, Board of Governors

Judge Erica Yew, *Santa Clara Superior Court*

Former Member, Board of Governors

WORKSHOP 1

BECOMING A LEADER

2005 State Bar Spring Summit – Pathways to Justice

June 2-4, 2005 – San Francisco

Introductions; Program description and objectives; Networking and Learning styles.

WORKSHOP 2

IDENTIFYING AND DEVELOPING LEADERSHIP SKILLS

2005 State Bar Annual Meeting

September 9-11, 2005 – San Diego

Leadership skills to explore: Strategic planning; Project management; Decision making; Organizational structures; Ethics; Communication; Politics.

WORKSHOP 3

CREATING YOUR LEADERSHIP STYLE & TEAM BUILDING

2006 Training Lab

Law School – Site to be determined

February 4, 2006 – in Northern California

Recruiting members; Building networks; Organizing meetings; Conducting meetings; Delegating and committee work; Developing and maximizing skills of members; Mentoring; Generational issues; Creating and communicating with your team.

WORKSHOP 4

LEADING IN A DIVERSE ENVIRONMENT

2006 State Bar Spring Summit - Diversity Summit

May 19-21 or June 2-4, 2006 – in Southern California

Developing skills to work with the community: Public speaking; Making presentations; Teaching methods; Public advocacy; Community outreach; Public relations and promotion; Developing alliances and coalitions; linking mainstream and local and/or underserved communities.

APPLICATIONS MUST BE RECEIVED BY

FEB. 1, 2005

Applicants must complete the enclosed Application Form or go online to www.calbar.ca.gov to download the form.



The State Bar
of California
Office of
Legal Services,
Access &
Fairness Programs

THE STATE BAR OF CALIFORNIA

Office of Legal Services, Access & Fairness Programs

180 Howard Street, 10th Floor San Francisco, CA 94105-1639

2003-2004

SCHOLARS:

Ashleigh E. Aitken

Associate, Nossaman, Guther, Knox & Elliott, Irvine

Eric M. Brooks

Associate, Morrison & Foerster, San Francisco

Rene C. T. Carter

Staff Counsel, California Dept. of Motor Vehicles, Sacramento

Joannie C.Y. Chang

Employment & Labor Projects, Asian Law Caucus, S.F.

York J. Chang

Staff Attorney, Neighborhood Legal Services of L.A. County

Angela T. Houlemard

Chico's FAS, Inc.

Kristen M. Jackson

Public Interest Fellow, Public Counsel, Los Angeles

Cynthia Juno

Juno Law Offices, Los Angeles

Heidi M. Li

Senior Attorney, Fair Housing Law Project, Law Foundation of Silicon Valley

Carter M. Stewart

Attorney, United States Dept. of Justice, San Jose

K. Luan Tran

Partner, Lee & Tran, Los Angeles

Joel R. Villasenor

Associate, Sullivan, Sotile & Taketa, Westlake Village

Access & Fairness LEADERSHIP ACADEMY

"In order to cultivate a set of leaders with legitimacy in the eyes of the citizenry, it is necessary that the path to leadership be visibly open to talented and qualified individuals of every race and ethnicity."

Justice O'Connor in
Grutter v. Bollinger

"A leader in the 21st century should be a problem solver, a life-long learner, and an ethical example for others. To lead, one should have a penchant for action as well as a commitment to reflection and reassessment and be able to collaborate with others."

"Searching for the Uncommon
Common Ground"
Angela Blackwell, Stewart Kwoh
and Manuel Pastor



FUNDING:

The Leadership Academy is partially funded by a grant from the Foundation of the State Bar of California and from voluntary contributions to the State Bar.



Access & Fairness LEADERSHIP ACADEMY APPLICATION

APPLICATIONS MUST BE RECEIVED BY FEBRUARY 1, 2005

NAME _____

ADDRESS _____

TELEPHONE _____ FAX _____

E-MAIL _____

STATE BAR NUMBER _____

1. If selected as a Scholar, I agree to complete the full (12) months of the Leadership Academy and to commit sufficient time to attend the four workshops and complete the assignments given at each workshop.

2. I have completed this application for the Leadership Academy by including:

- ☐ My responses to the following four questions: (total of two pages or less)
 - Why do you aspire to become a leader?
 - Describe your potential to become a successful leader.
 - What skills do you hope to acquire during the Leadership Academy?
 - How would you apply the leadership skills that you anticipate learning to further your vision or goals to serve local and/or underserved communities?
- ☐ Two letters of recommendation attesting to my leadership potential.
- ☐ A list and brief description of project(s) that have been completed, that are currently in progress, and/or that I would like to initiate during the Leadership Academy, and which demonstrate leadership skills and/or service to local and/or underserved communities.
- ☐ My current resume, including employment history, awards and honors, and participation in organizations or events requiring my present leadership skills or talents.

SIGNATURE _____ DATE _____

Please return this application along with the required documents via mail, fax, or e-mail to:

The State Bar of California

Office of Legal Services, Access & Fairness Programs

180 Howard Street, 10th Floor

San Francisco, CA 94105-1639

Fax: 415-538-2552

E-mail: rod.fong@calbar.ca.gov

Questions should be directed to Rod Fong (415) 538-2143

